

Broadcast Message -  
sent out 05/26/04

**Subject: Upcoming Seminar on Executive Core Qualifications (ECQs) and Leadership Competencies**

**FOR: All DOC Employees in the Washington, D.C. Area**

Are you a GS-14 or GS-15 or equivalent employee who is interested in joining the Department's Senior Executive Service? Do you want to prepare a strong application package for an SES position or for selection into an SES Candidate Development Program? Then this seminar is for you!

The Department of Commerce's Office of Human Resources Management is sponsoring a seminar on Executive Core Qualifications (ECQs) for the Senior Executive Service on June 7, 2004, from 10:00 a.m. to 12:00 noon in the Herbert C. Hoover Building Auditorium. The seminar will address the ECQs and leadership competencies and the preparation of ECQ statements for application packages. The seminar will be led by Robert Franco, a retired Federal senior executive, who is a nationally-recognized expert on Federal leadership and executive core qualifications. He created the popular "Growing Leaders for the 21st Century" briefing and teaches several of the OPM Management Development Centers' leadership seminars. During his Federal career, Mr. Franco served on many Federal executive resources boards, qualification review boards, and selection panels for SES jobs and SES Candidate Development Programs.

This seminar is open to Commerce employees at the GS-14 and GS-15 or equivalent levels, as well as to other employees who aspire to careers in the SES or to participation in SES Candidate Development Programs in the future. As with other training opportunities, supervisory approval is required prior to attendance. If you have any questions about the seminar, please contact Mercedes Olivieri at (202) 482-2528 or via email at [molivieri@doc.gov](mailto:molivieri@doc.gov).

This event is physically accessible to persons with disabilities. Requests for sign language interpretation should be directed to (202) 482-4481, TTY (202) 482-2030, or via email at [slanguage@doc.gov](mailto:slanguage@doc.gov).

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**Subject: 2004 Senior Executive Service Candidate Development Program**

**FOR: All DOC Employees**

The Department of Commerce is announcing the 2004 Senior Executive Service (SES) Candidate Development Program (CDP). The program is open to employees at the GS-14 or GS-15 level or equivalent. The newly structured CDP includes extensive training and broad developmental assignments designed to strengthen proficiency in the Office of Personnel Management (OPM) Executive Core Qualifications (ECQs). The ECQs include Leading People, Leading Change, Results Driven, Business Acumen, and Building Coalitions/Communication. The Program also includes senior executives who will be trained to serve as mentors for the duration of the CDP.

The 2004 CDP focuses on DOC mission-critical occupations. Selections will be made first from the following titles and series: Economist - 0110, Miscellaneous Administration and Program - 0301, Attorney - 0905, General Business and Industry - 1101, Patent Administration, - 1220, Physical Scientist - 1301, Meteorologist - 1340, and Statistician - 1530.

Additional selections may be made from the following titles and series: Human Resources - 0201, Telecommunications Specialist - 0391, Fishery Biologist - 0482, Physicist - 1310, Oceanographer - 1360, Mathematical Statistician - 1529, and Information Technology Specialist - 2210.

Individuals selected for this program will participate on a part-time basis for 24 months. Graduates of the program who have been certified by an OPM Qualifications Review Board will then have to compete Governmentwide for entry to the SES. Applications are being accepted from May 26, 2004 through June 25, 2004. Applicants wishing to be considered must apply via our on-line application found on the World Wide Web at <https://hr.ohrm.doc.gov/sesvac/uid.asp>. If you have any questions, please contact Janice Guinyard, CDP Program Manager, at (202) 482-4633, or via email at [JGuinyard@doc.gov](mailto:JGuinyard@doc.gov).